DEVELOP AND MAINTAIN OCCUPATIONAL STANDARDS IN AZERBAIJAN
A PRACTICAL HANDBOOK FOR STAKEHOLDERS
1. Define relevant skills for modern workforce
2. Occupational standards describe competences. Competent workers act and do not only follow orders
3. People need to demonstrate that they are competent
4. Diversification means Azerbaijan needs new occupations and skills. The labour market changes – people need to keep up to date
5. Replace obsolete standards from old classifier of occupations and job titles out of date.
Occupational standards are at the start of many processes
Application of standards in companies according ETF evaluation

Occupational standards are used for

- Job descriptions
- Vacancies
- Performance assessment
- Training

- Companies often develop own standards inspired by occupational standards

- Sector Committees – a stronger role for the private sector and social partners

- Companies want more use of occupational standards in education sector
Application of standards in education and training

Occupational standards used to define competences
Competence based education, learners must be more active to develop competences
Learning in VET schools + in companies + online

Occupational standards are used to develop modular training programmes

Occupational standards can be used to develop different types of qualifications

NQF promotes the use of occupational standards for labour market oriented qualifications and curricula from level 3-7
A new work flow for developing and maintaining standards
Stronger role for representatives from economic sectors and line ministries

Having a pool of experts to support the process

More standards developed in parallel

More new standards

Comparing approaches with Turkey and Estonia
ASSESSING COMPETENCES
Objectives

Understand new workflow and role of institutions, stakeholders and experts

Test, discuss and improve the handbook for stakeholders

Learn from each other and from colleagues in Turkey and Estonia

Expectations

Start a productive and participative process for developing and maintaining occupational standards

Stakeholders and institutions are motivated to engage